



United States  
Department of  
Agriculture

Marketing and  
Regulatory  
Programs

Animal and Plant  
Health Inspection  
Service

Veterinary Services

National Veterinary  
Services Laboratories,  
P.O. Box 844  
Ames, IA 50010  
(515) 663-7266  
FAX (515) 663-7397

Federal Relay Service  
(Voice/TTY/ASCII/Spanish)  
1-800-877-8339

February 1, 2002

SUBJECT: Commitment to Civil Rights

TO: All NVSL and CVB Employees

We were recently reminded in a message from the APHIS Administrator of the civil rights our Nation guarantees and the importance of diversity in the workplace. As Directors, we would like to affirm those values for the National Veterinary Services Laboratories (NVSL) and the Center for Veterinary Biologics (CVB).

Shortly after the September tragedy, we shared some thoughts encouraging NVSL and CVB employees to act in a positive, respectful, and nondiscriminatory manner towards others. With the new year ahead of us, we'd like to reemphasize those statements and, as the Administrator states, "ask that every employee focus on the part we now play as public servants in helping our country recover and carry on."

We must each renew our commitment to do our share towards creating a workplace where:

- ❖ customers and co-workers are treated fairly and equitably, with dignity and respect
- ❖ customers are provided equal access and equal treatment in the delivery of USDA programs and services
- ❖ equal opportunity is provided for minority, women-owned, and small and disadvantaged businesses in all USDA contracting activities
- ❖ each employee experiences the benefits of a diverse workforce and freedom from discrimination

We are confident that together with you we can create a workplace that enfold all employees into a body of people that respect each others' differences and value the individual talents that each of us possess.

/s/ Artur J. Davis/lml

Arthur J. Davis  
Acting Director

/s/ Randall L. Levings

Randall L. Levings  
Director, CVB



APHIS - Protecting American Agriculture  
An Equal Opportunity Employer